

IN BOARD OF SELECTMEN
TUESDAY, MAY 2, 1995

Present: Chairman John C. Drobinski, Lawrence L. Blacker, and Maryann K. Clark.

The statutory requirements as to notice having been complied with, the meeting was convened at 7:30 p.m. at the Fairbank Senior Center.

Executive Secretary Pro Tem

It was on motion unanimously

VOTED: To appoint Janet Silva, Administrative Assistant to the Board of Selectmen, as Executive Secretary Pro Tem for purposes of this meeting only.

Town Manager Interview - Terence Sullivan

Present: Applicant Terence Sullivan; approximately 25 Town residents and a few department heads.

The Board convened a public hearing to interview applicant Terence Sullivan, currently the Chief Administrative Officer of Canton, Connecticut, for the position of Town Manager for the Town of Sudbury. Chairman Drobinski welcomed Mr. Sullivan and explained the procedure that would be followed tonight.

Mr. Sullivan explained that he has a Masters Degree in Public Administration from the University of Hartford in Connecticut. While working in municipal research he focused on local government issues, personnel labor relations, budgeting, general taxation, and home rule charters. He held the position of deputy controller in Norwich, CT, which encompassed tax collecting, treasury, purchasing, etc. From this position he became Assistant Town Manager in Farmington, CT. He said this position launched him into a community similar to Sudbury with the same concerns, desires and challenges. He took over all labor relations activities, most of data processing, and almost all budgeting. Upon leaving Farmington after seven years, he took his current position in Canton, CT, and has served this town of 8600 people since October, 1993.

Concerning day-to-day duties, Mr. Sullivan said the Town Manager's duties and responsibilities described in the statutes are very much the same as those described in Canton, Connecticut's charter for his current position. He exclaimed that he thinks he is very ready and capable of meeting Sudbury's needs in a Town Manager.

With regard to Mr. Sullivan's personal side, he shared that he is married and has three children. He added that he coaches little league, and has been a member of the National Guard for 19 years, which included time spent in the Persian Gulf War and being in charge of a prisoner of war camp.

Many of the same questions were asked and topics discussed with this applicant that were asked and discussed with the first applicant last Thursday. Mr. Sullivan stated that he enjoys collective bargaining and is currently his Town's chief negotiator for four unions. He said he would work with surrounding communities in the areas of cost sharing, joint training, etc., because he has found that they all share the same problems. When asked what he would like about being the Town Manager, he responded that he likes being the leader--the pivot person that can effect change. He commented that he

derives satisfaction from resolving conflicts, and helping to move forward in directions that may not have been explored. He said he realizes that the environment will be strained at first, but believes that communicating to the employees that their jobs are still very important and by encouraging them to continue to do their jobs will be a step in the right direction. Mr. Sullivan added that it will take some time.

A member of the audience asked him how he would handle the skepticism that may exist regarding his short-term experience being the Chief Administrator (1 1/2 years). He responded that his seven-year experience in Farmington, CT, allowed him to handle a variety of duties and responsibilities on his own. In addition, he noted that he has been with the National Guard for 19 years--16 of which have been as a non-commissioned officer, in charge of a large number of persons. He also obtained the highest level of education one can as an enlisted rank. He said he believes these experiences and other life experiences show uniqueness and hard work.

Town Planner, Jody Kablack, asked what his approach might be to administering staff people that also answer to a Board--how can you be everyone's boss. Mr. Sullivan responded that he thinks that the staff people might like having a "boss" to be able to talk with, perhaps act as a sounding board for personnel issues. He added that he would use the boards and commissions as assets.

In response to Selectman Clark's question to Mr. Sullivan regarding what he believes his accomplishments as Town Manager in the Town of Sudbury would be after three years, Mr. Sullivan said he hopes he would have established a rapport with the boards and employees; he hopes the citizens of Sudbury would feel like customers, rather than taxpayers, and he hopes that he would have helped to maintain or enhance Sudbury's image to the public.

In conclusion, Chairman Drobinski invited everyone to attend the public meeting for the third applicant on Friday, May 5, 1995 at 7:30 p.m. in the Fairbank Senior Center. He said their input and attendance is encouraged and valued.

There being no further business, the meeting was adjourned at 9:00 p.m.

Attest: Janet Silva
Janet Silva
Executive Secretary Pro Tem